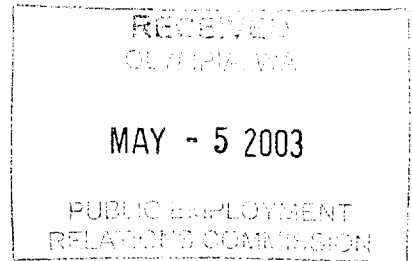




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05/05/2003 09:58 AM

To: info@perc.wa.gov
Subject: Proposed Rules Adoptions



Mark:

I may not be able to attend the May 13 hearing where certain proposed rules may be adopted. I'd like to make some comments by e-mail.

WAC 391-25-011 - Special Provision - Optional coverage of classified employees of institutions of higher education under chapter 41.56 RCW.

The University agrees with this rules change. It gives meaning to the July 1, 2003 repeal of the ability to opt out of civil service under 41.56.201 and it removes any doubt about whether or not July 1 is the last day a bargaining unit may opt out or the first day that opting out has been discontinued.

WAC 391-25-426 - Special provision - State civil service employees.

The University does not have any objections to this provision if it only covers bargaining units not yet covered by collective bargaining agreements.

The University's concern about this proposed provision is how it would work for different units represented by the same union which are under contracts. For example, we are currently negotiating a contract with SEIU Local 925 for a bargaining unit of Research Technologists. That contract will have some terms of employment in key areas that differ from those in other contracts we have with Local 925 for larger bargaining units. What would happen if Local 925 petitioned to merge these units and it was determined that the merged unit would be appropriate? How would the parties deal with the existing different contracts?

We also have units represented by the WFSE with different contracts. For example, there is a campus-wide unit of about 1000 that has a union shop. There is also a unit of about 175 staff who work for the library system and are also represented by WFSE. The library group has a contract without a union shop. What would happen if the WFSE petitioned to merge those units and it was found that the merged group was appropriate? Which contract would prevail? Would the parties have to re-negotiate? Would the employees in the library unit have to begin paying dues despite never voting that requirement upon themselves under the civil service rules?

Thank you for considering these remarks.

Danny Kraus